

Denmark Lesotho Network – PSEAH policy

(Prevent Sexual Exploitation, Abuse and Harassment policy)

DLN does not accept any form of sexual harassment, exploitation or abuse.

DLN will prevent sexual exploitation, abuse and harassment (PSEAH) in order to ensure that work in our association and the projects can be carried out in an environment free from all sorts of exploitation, abuse or harassment, sexually or otherwise, particularly where vulnerable groups are involved, for example minorities and people with disabilities.

Definition

Sexual harassment is defined as any sort of unwanted verbal, non-verbal or physical behavior, either intended or with the effect that another person's dignity is violated, particularly if it happens in a threatening, hostile, humiliating or offensive environment.

Sexual exploitation is defined as attempted or actual misuse of a position of power by exploiting another person's vulnerability and trust for sexual purposes. This includes taking financial, social or political advantages on another person on the basis of sexual exploitation.

Sexual abuse comprises threats as well as actual physical abuse of a sexual nature.

Background to the policy

Sexual harassment, exploitation and abuse is oppressive and pose serious obstacles to obtaining positive results in development work. It undermines trust in society's institutions and ruins support for development work. DLN considers sexual harassment, exploitation and abuse incompatible with good governance and detrimental to development activities.

Risk

Sexual harassment, exploitation and abuse can compromise DLN's integrity and reputation. An impaired reputation can lead to loss of support opportunities and have serious financial consequences. Moreover, DLN is obliged to act as a good role model for partners in Lesotho. The consequences of sexual harassment, exploitation and abuse can be serious and eventually reduce or even be counterproductive to development. It can negatively influence economic growth,

improvement of living conditions, social equality, etc. An impaired image can also make it difficult to attract and retain members of the association.

Implementation

All members, voluntary project workers and partners are expected to know and abide by DLN's PSEAH policy. DLN enters into contractual obligations with partners in the understanding that all legislation and DLN's policy concerning sexual harassment, exploitation and abuse will be respected.

DLN will treat all reports on sexual harassment, exploitation and abuse seriously and examine them thoroughly.

Reporting

If someone in DLN experience or observe incidents in our association that obviously violates our PSEAH policy, such incidents must be reported. Sexual exploitation and misuse of power can always be reported to any member of the Board, anonymously if wanted.

Reporting of sexual violations or abuse of power in DLN's partner organizations or in connection with project work can be done to a member of the project group or directly to DLN's Board. This can be done with known sender or anonymously, and always confidentially.

The organization email: dln@lumela.dk

The direct email of the committee members can be found here: <http://lumela.dk/> under 'WHO WE ARE' and 'VIEW THE DLN COMMITTEE'.

Consequences

DLN will react to all substantiated suspicions of sexual harassment, exploitation and abuse in DLN or with partners. The entire DLN Board will look into any report it may receive and jointly decide what measures should be taken towards the violator. This must be done within a month from reporting. A Board member can be excluded if found guilty of sexual harassment, exploitation or abuse. All contracts with partners can be cancelled if sexual harassment, exploitation or abuse have taken place in the partner organization. The DLN Board is obliged to inform donors if cooperation with a partner is ceased or a Board member is excluded.

The below PSEAH clause will be included and apply in all agreements or contracts that DLN may enter with partners.

"The parties agree to actively prevent sexual exploitation, abuse and harassment (PSEAH), and to ensure, in the best possible way, that the intervention is carried out in an environment free of all kinds of exploitation, abuse and harassment, sexually or otherwise, especially in the case of particularly vulnerable groups."

Adopted by the DLN Board at its meeting November 17th 2020.

To be reviewed no later than Nov. 17th 2025.